



## EMERGENCY RESIDENCE PROJECT

*A United Way Member Agency*

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January 23, 2017

Mr. Ben Brustkern, Chair  
Executive Committee  
Iowa Council on Homelessness  
Des Moines, IA 50312

Mr. Brustkern,

I am writing this letter to inform the Executive Committee of the inappropriate and unprofessional behavior by Zeb Beilke-McCallum at the most recent Coordinated Entry Committee held on January 17, 2017.

Throughout the course of the meeting, Zeb acted unprofessionally by speaking over other committee members and raising his voice when he became upset. During one conversation, Zeb became very upset and reacted in an abusive manner, shouting at one of the committee members. When he was asked to stop yelling, his response was that he would stop yelling when the other person would "quit saying things that aren't true." He did offer a short apology afterwards, but it appeared the apology was about his misunderstanding of what the other person was saying, not about his overreaction and yelling.

Each person who serves on the council is a volunteer, and as such deserves to be treated with respect and dignity. The meetings should be a safe environment for people to share thoughts and discussions should be held in a civilized manner. Unfortunately, this is not the first time I have witnessed Zeb's unprofessional and berating responses to fellow colleagues on the council, and his interactions on January 17<sup>th</sup> were uncalled for and abusive. Due to his interactions, I am requesting that Zeb no longer participate in the Coordinated Entry committee.

I am further requesting the Executive Council develop policies around this kind of inappropriate and unprofessional behavior. The policy should include formal steps for censure and/or removal from a committee or the Council to prevent future incidents like this from happening. By having clear policies in place, steps can be taken in a timely manner and applied equally.

Sincerely,

Carrie Dunnwald

Executive Director, Emergency Residence Project  
Chair of the Coordinated Entry Committee of the Iowa Council on Homelessness